



## Long Term Disability Insurance

### Benefit Highlights

### Los Alamos National Security, LLC



<b>What is long term disability insurance?</b>	Long term disability insurance pays you a portion of your earnings if you miss time at work because of a disabling illness or injury.
<b>What is disability?</b>	Disability is defined in The Hartford's contract with your employer. Typically, disability means that you cannot perform one or more of the essential duties of your occupation due to injury, sickness, pregnancy or other medical condition covered by the insurance, and as a result, your current monthly earnings are 80% or less than of your pre-disability earnings. Once you have been disabled for 12 months, you must be prevented from performing one or more of the essential duties of any occupation and as a result, your current monthly earnings are 60% or less than of your pre-disability earnings.
<b>Am I eligible?</b>	You are eligible if you are an active Employee who meets the employer's eligibility requirements.
<b>How much coverage would I have?</b>	You may purchase coverage that pays you a benefit which is the lesser of: <ol style="list-style-type: none"> <li>1. 50% of Your Monthly Rate of Basic Earnings; or</li> <li>2. 70% of Your Monthly Rate of Basic Earnings less other income benefits to a maximum monthly benefit of \$10,000 per month</li> </ol>
<b>When can I enroll?</b>	New hires can enroll within 31 calendar days of hire without evidence of insurability. All other requests to enroll outside of the new hire enrollment period will require evidence of insurability.
<b>When is it effective?</b>	You must be in an active pay status with your employer on the day your coverage takes effect.
<b>How long do I have to wait before I can receive my benefit?</b>	You must be disabled for at least 180 days before you can receive a long term disability insurance benefit payment.
<b>Are there other limitations to enrollment?</b>	If you opt out of the long term disability coverage and later decide to enroll you will need to provide evidence of insurability which requires you to complete a personal health application to be approved by The Hartford.
<b>Can the duration or amount of my benefit be reduced?</b>	Yes. Your benefit duration may be reduced once you reach certain ages as specified in The Hartford's contract with your employer. In addition, as described below within the important details, your monthly long-term benefit may be reduced by other income you receive.

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Page 1 of 3

Version 11/12

**How long will my disability payments continue?**

If you become disabled prior to age 63, benefits may continue for as long as you remain disabled or until you reach your Social Security normal retirement age. If your disability occurs at age 63 or above, your benefits will continue according to the following duration table:

Maximum Duration of Benefits Table	
Age When Disabled	Benefits Payable
Prior to Age 63	To Normal Retirement Age or 42 months, if greater
Age 63	To Normal Retirement Age or 36 months, if greater
Age 64	30 months
Age 65	24 months
Age 66	21 months
Age 67	18 months
Age 68	15 months
Age 69 and over	12 months

**Important Details**

The following is an overview of your long term disability insurance. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.

**Exclusions:**

You cannot receive long term disability insurance benefit payments for disabilities that are caused or contributed to by:

- war or act of war (declared or not)
- the commission of, or attempt to commit a felony
- an intentionally self-inflicted injury
- any case where your being engaged in an illegal occupation was a contributing cause to your disability

You must be under the regular care of a physician to receive benefits.

**Mental Illness, Alcoholism and Substance Abuse:**

- You can receive benefit payments for long-term disabilities resulting from mental illness, alcoholism and substance abuse for a total of 24 months for all disability periods during your lifetime.
- Any period of time that you are confined in a hospital or other facility licensed to provide medical care for mental illness, alcoholism and substance abuse does not count toward the 24 month lifetime limit.

**Pre-existing Conditions:**

Your insurance limits the benefits you can receive for pre-existing conditions. In general, if you were diagnosed or received care for a condition before the effective date of your policy, you will be covered for a disability due to that condition only if:

- you have not received treatment for your condition for the length of time specified in the contract before the effective date of your insurance, or
- you have been insured under this coverage for the length of time specified in the contract prior to your disability commencing, so you can receive benefits even if you're receiving treatment, or
- you have already satisfied the pre-existing condition requirement of your previous insurer.

Your benefit payments will be reduced by other income you receive or are eligible to receive due to your disability, such as:

- Social Security disability insurance (please see next section for exceptions)
- workers' compensation
- other employer-based insurance coverage you may have
- unemployment benefits
- settlements or judgments for income loss
- retirement benefits that your employer fully or partially pays for (such as a pension plan)

Your benefit payments will not be reduced by certain kinds of other income, such as:

- retirement benefits if you were already receiving them before you became disabled
- retirement benefits that are funded by your after-tax contributions
- your personal savings, investments, IRAs or Keoghs
- profit-sharing
- most personal disability policies
- Social Security increases

This benefit highlights sheet is an overview of the long term disability insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your insurance coverage. In the event of any difference between the benefit highlights sheet and the insurance policy, the terms of the insurance policy apply.